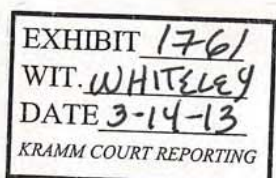


EXHIBIT 1761

DOCUMENT

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INTUIT_049796
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1761.1

Leveraging Compensation & Recognition to Reward Performance

Tools, Resources and Processes

Key Components of Intuits Total Rewards Portfolio

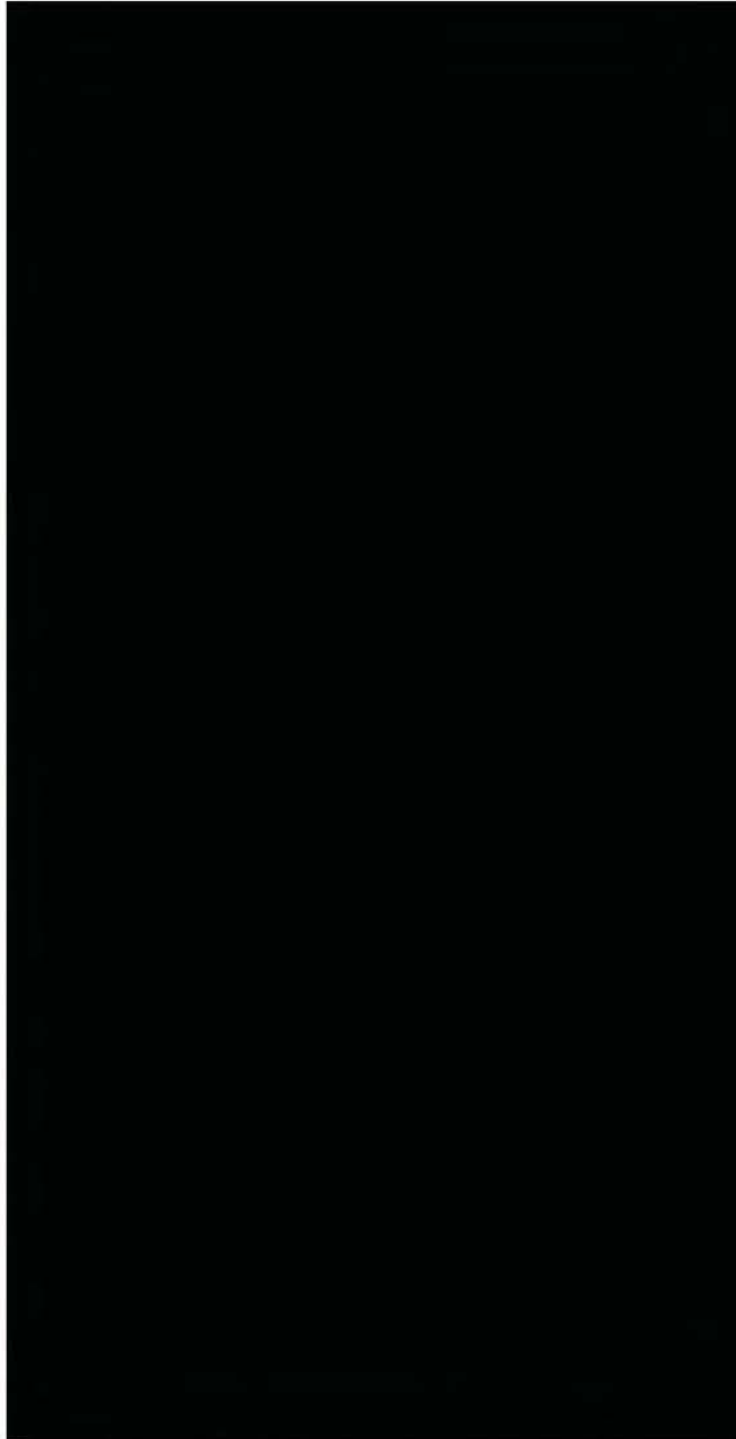
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1761.2

What's Important?

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



Engagement Model and Employee Outcomes

Sustained High Performance



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1761.4

Business Case for Engaged Employees

[REDACTED]

[REDACTED]

[REDACTED]

Source: 2004 Intuit GPTW® survey, Corporate Leadership Council research

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1761.5

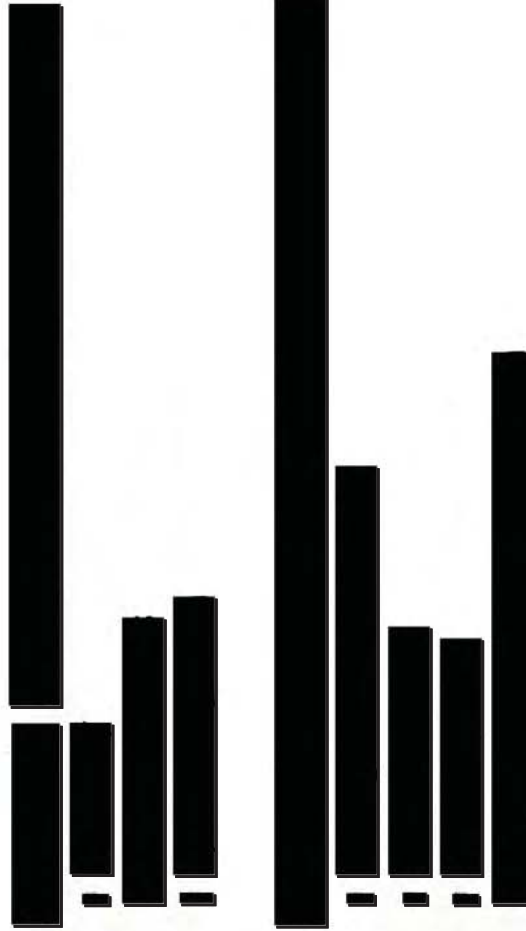
What is "Total Rewards"

sustained high
performance

engage...

attract...

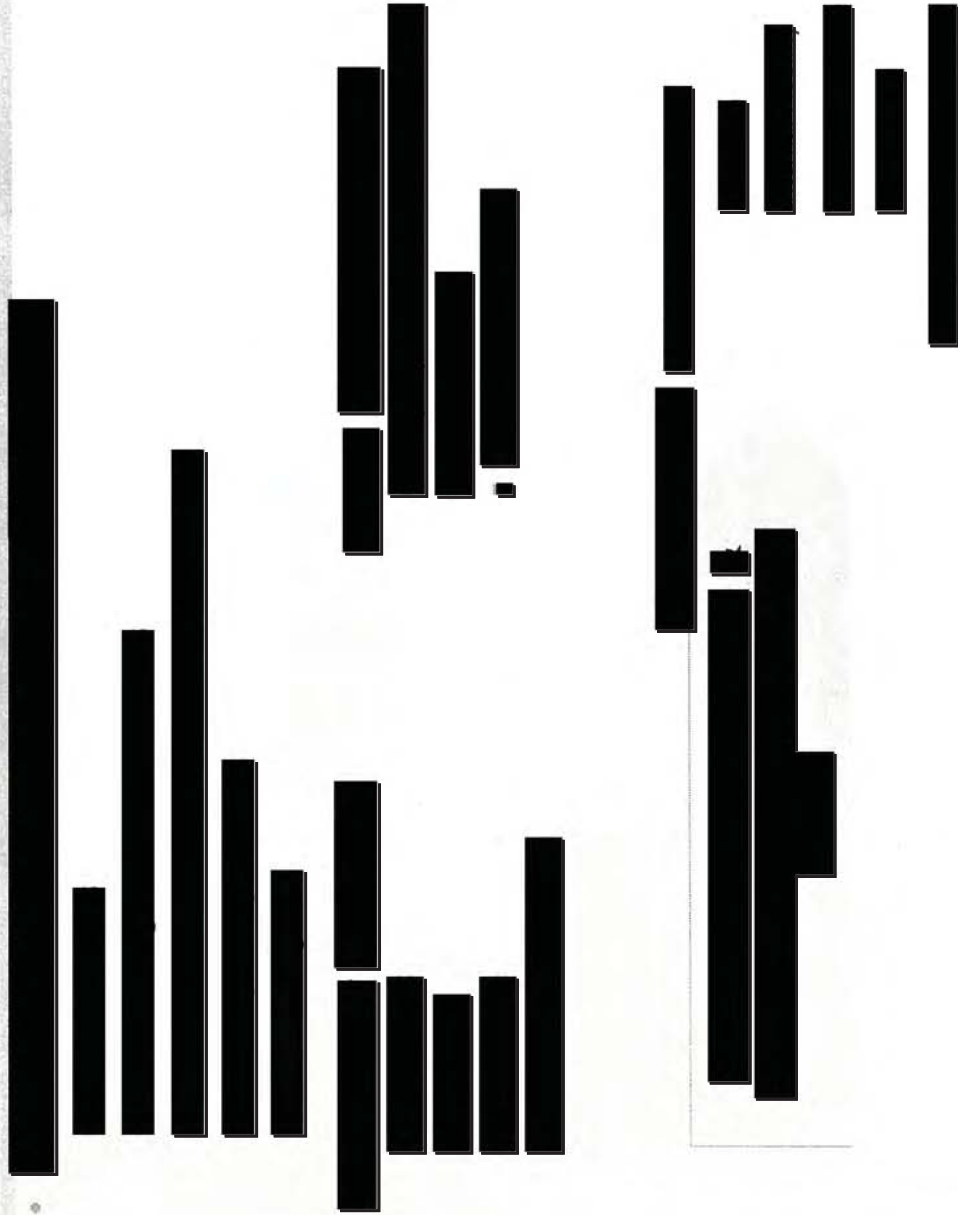
flexible rewards portfolio...



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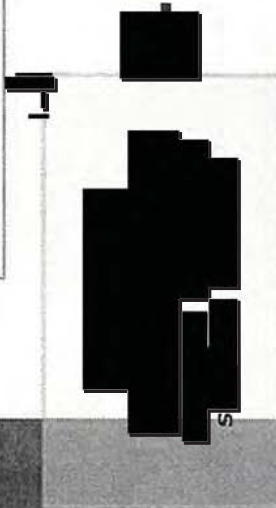
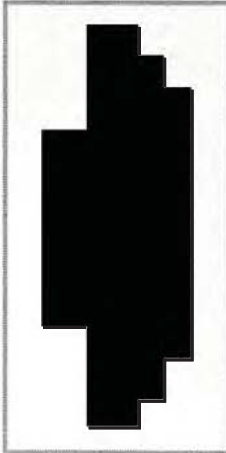
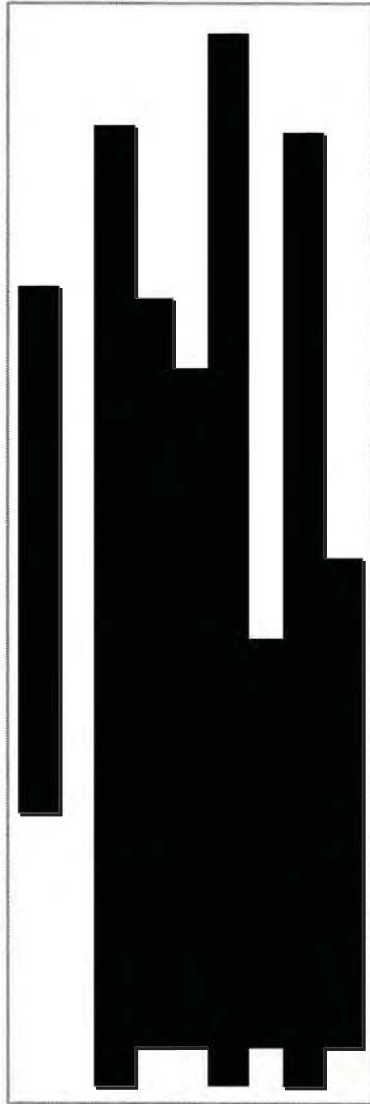
Flexible rewards portfolio... attract... engage... sustained high performance



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Philosophy...Coauthored with our Board



You Set the Strategy



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1761.8

Within This Framework...

Differentiating Performance for Results...
Differentiating Pay Decisions for Performance

**Objectives of Leading with
Performance Management...**

[REDACTED]

[REDACTED]

[REDACTED]

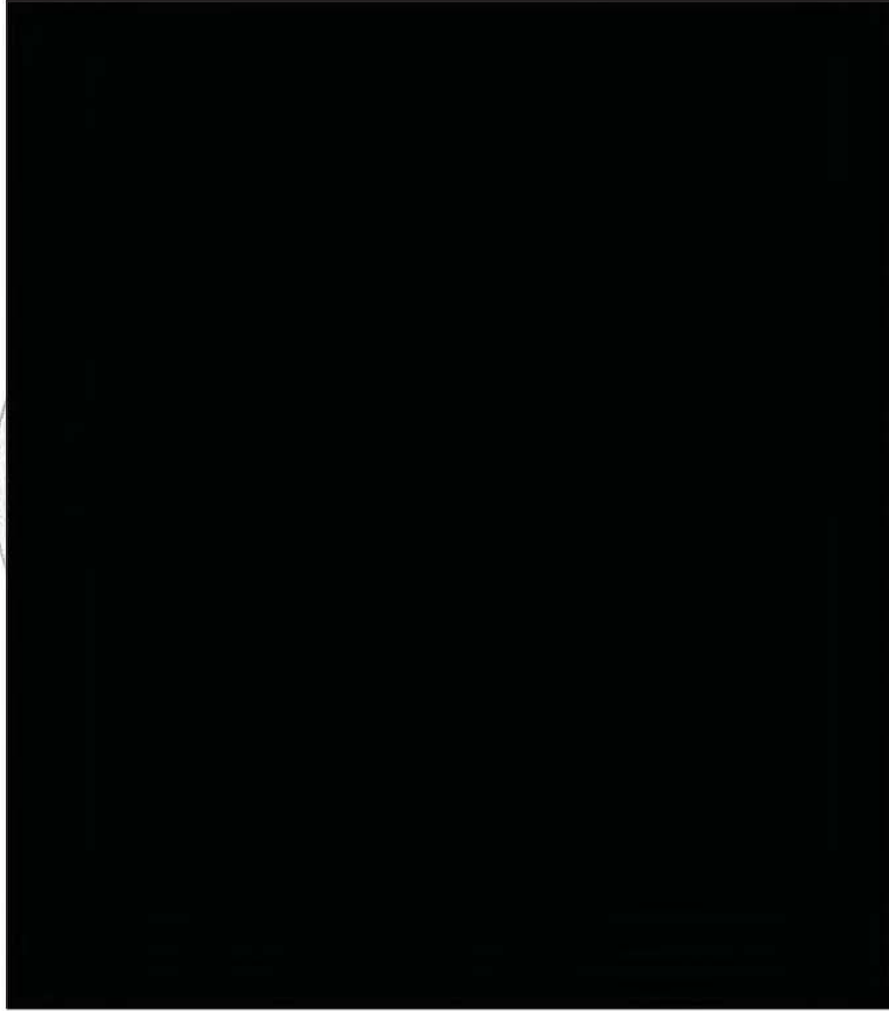
[REDACTED]



1761.10

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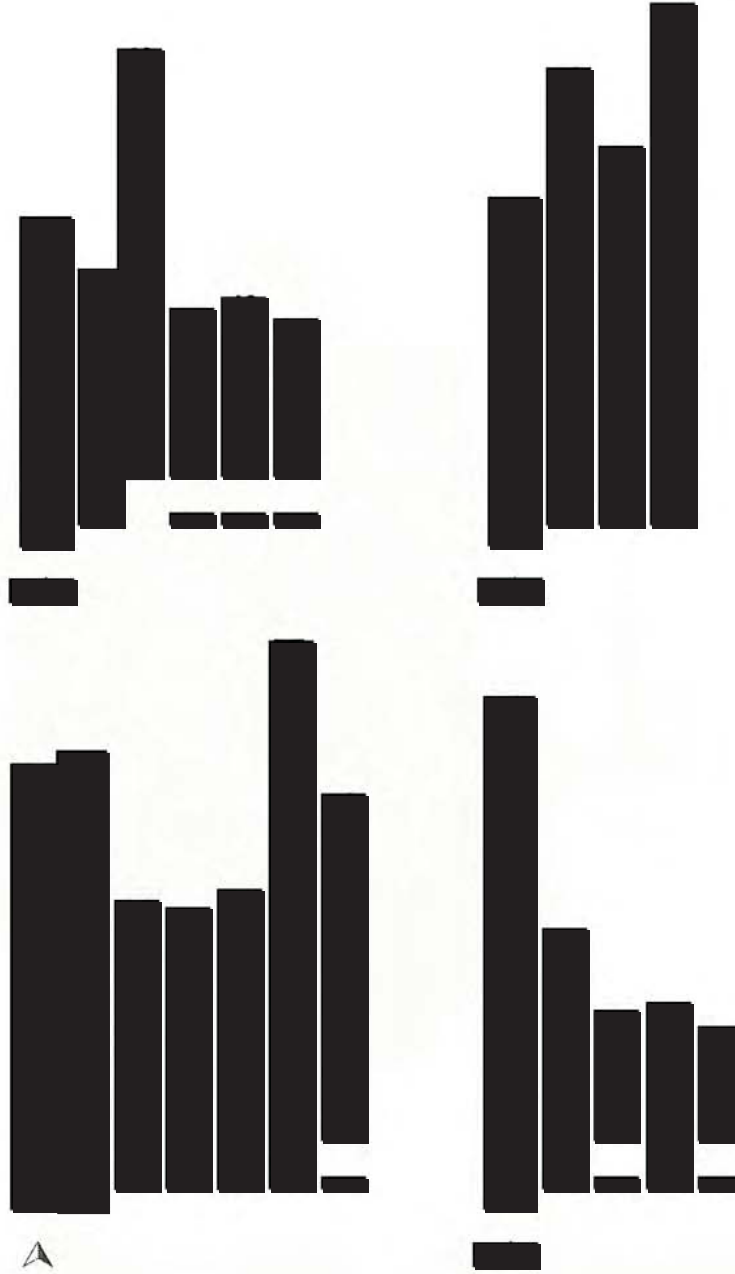
Balancing 3 Stakeholders



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The External View...Market Data, Economic Trends....



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176112

Input: External Market Review

Internet Explorer - Search for "PDPS" - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Reload Home Search Favorites Media

Address <https://www.quickbase.com/db/bapra7id?ac=QuickSearch&txt=PDPS&search=which=bapra7id>

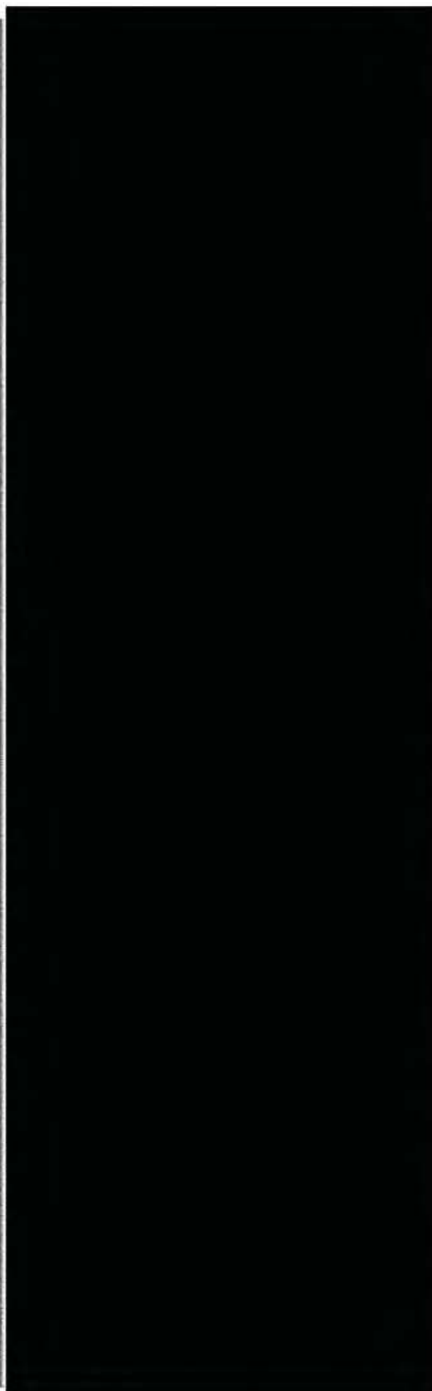
Intuit QuickBase

[Total Rewards Job Information Center](#)
 Total Rewards Job Information Center ▾ Geographic Differential ▾

[Total Rewards Job Information Center](#) | [Search for "PDPS"](#) | [Save this view](#) | [Refine this View](#) | [Add a New Intuit Job Code](#) | [I want to](#)
 Customization ▾ Users ▾ Go To ▾ Add ▾

3 intuit job codes matched "Some field contains

GRID EDIT | E-MAIL THIS VIEW | SEARCH & REPLACE | PRINT



Now Linked, for Profiled Jobs, Through the Pay Decision Tool

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Using Market Reference Points



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1761.14

The External View...Regulatory Environment "The Short List"

Age Group	Percentage of Respondents
18-24	~15%
25-34	~45%
35-44	~55%
45-54	~50%
55-64	~85%
65+	~95%

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Fair Labor Standards Act

- All employees are entitled to the protections of the Fair Labor Standards Act unless an employer can prove their exemption
- Common Myths About Exemptions

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

Fair Labor Standards Act (FLSA)

Background

- Enacted in 1938 (amended 2004)
- Sets U.S. standards for minimum wage, overtime pay and child labor
- Addressed labor concerns of that era
- Exempts certain types of positions from Overtime payment requirements
- Enforced by the US Department of Labor DOL, Wage & Hour Division
- Compliance is our responsibility, regardless of opinions on relevancy in today's environment
- Non-compliance examples
 - Incorrect classification of employees as exempt vs. non-exempt
 - Overtime payment calculation errors
 - Treating exempt employees as non-exempt (docking pay for doctor's appointments, etc.)

Consequences of Non-Compliance

-
- | Age | Percentage of respondents |
|-------|---------------------------|
| 18-29 | 85 |
| 30-49 | 75 |
| 50-69 | 80 |
| 70+ | 15 |
| Total | 70 |

The Internal View...

[REDACTED]

[REDACTED]

[REDACTED]

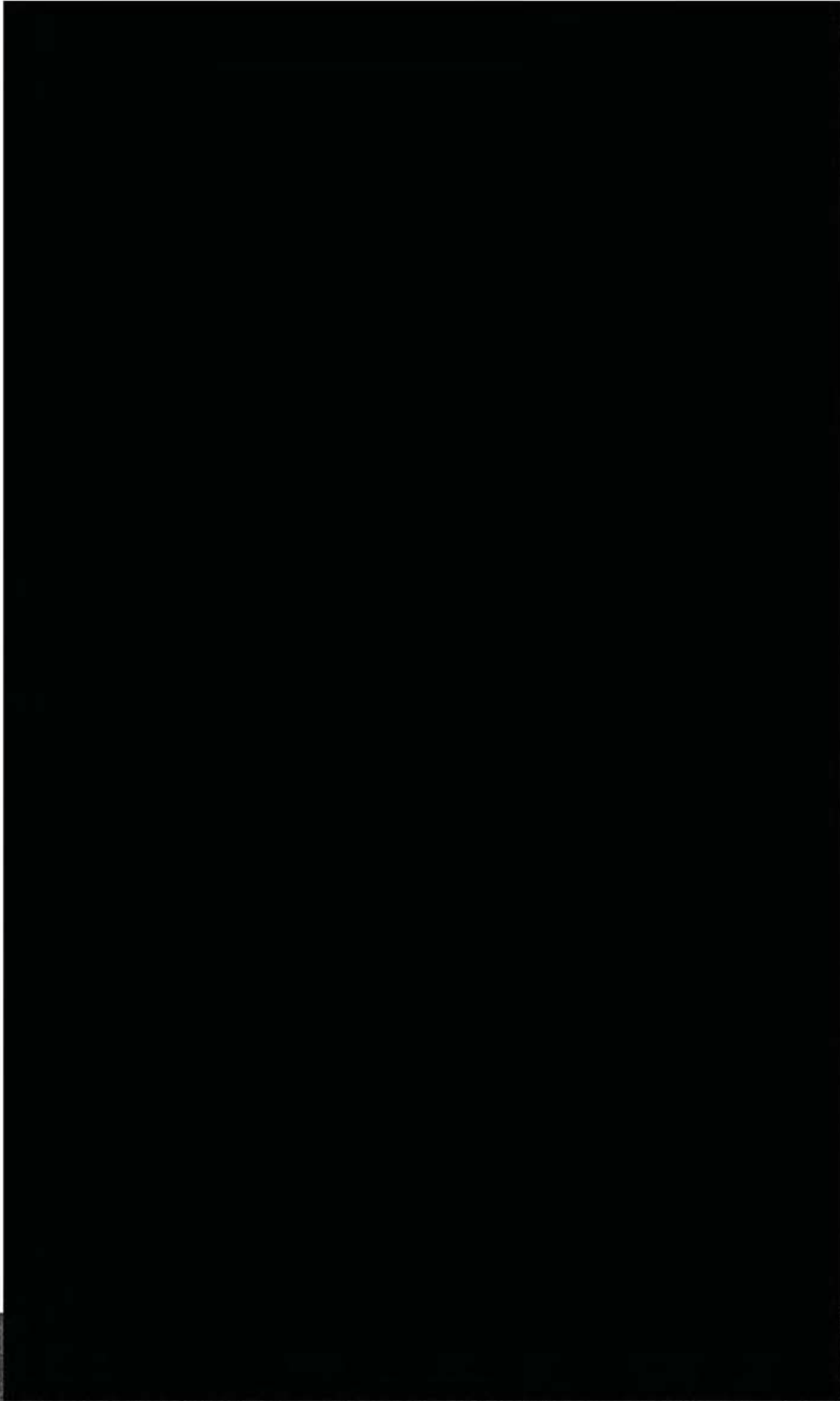
[REDACTED]



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Development Bands: Job Progression on a Career Track



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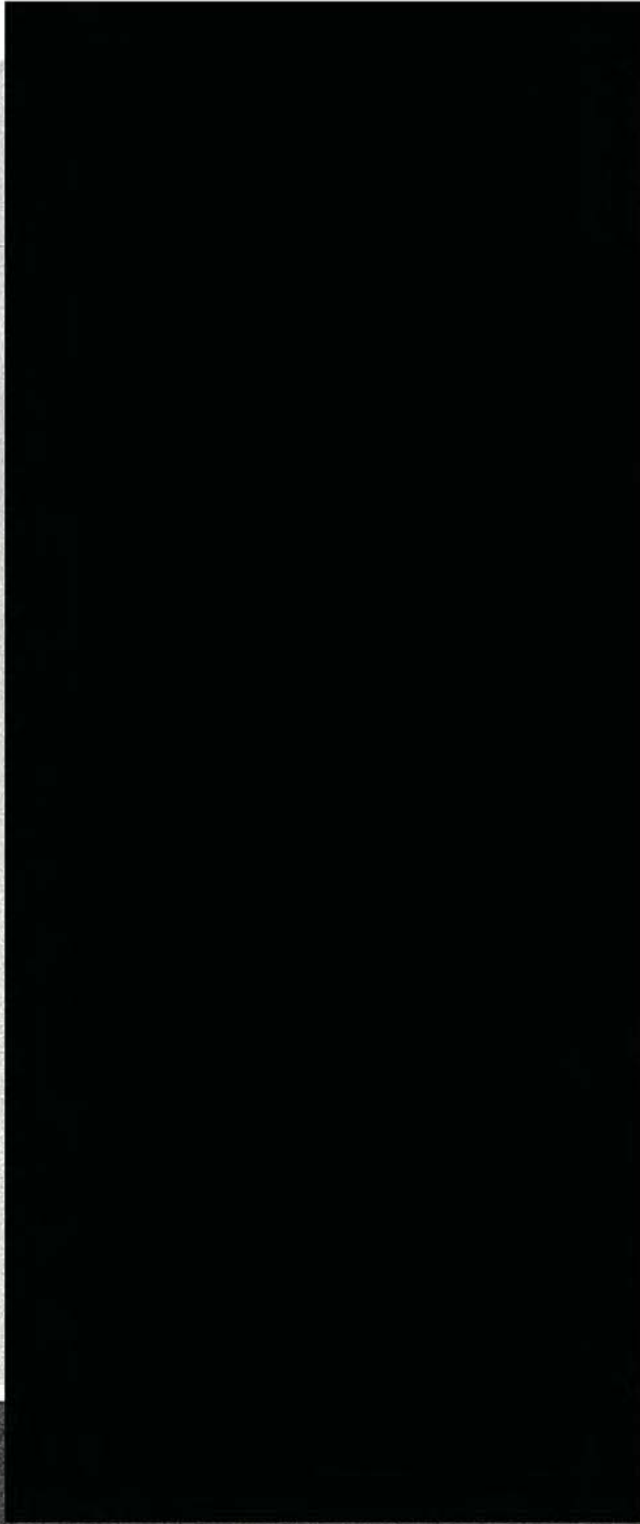
1766.19

A Sample Application of Job Profiles

HIRING

PERFORMANCE & DEVELOPMENT

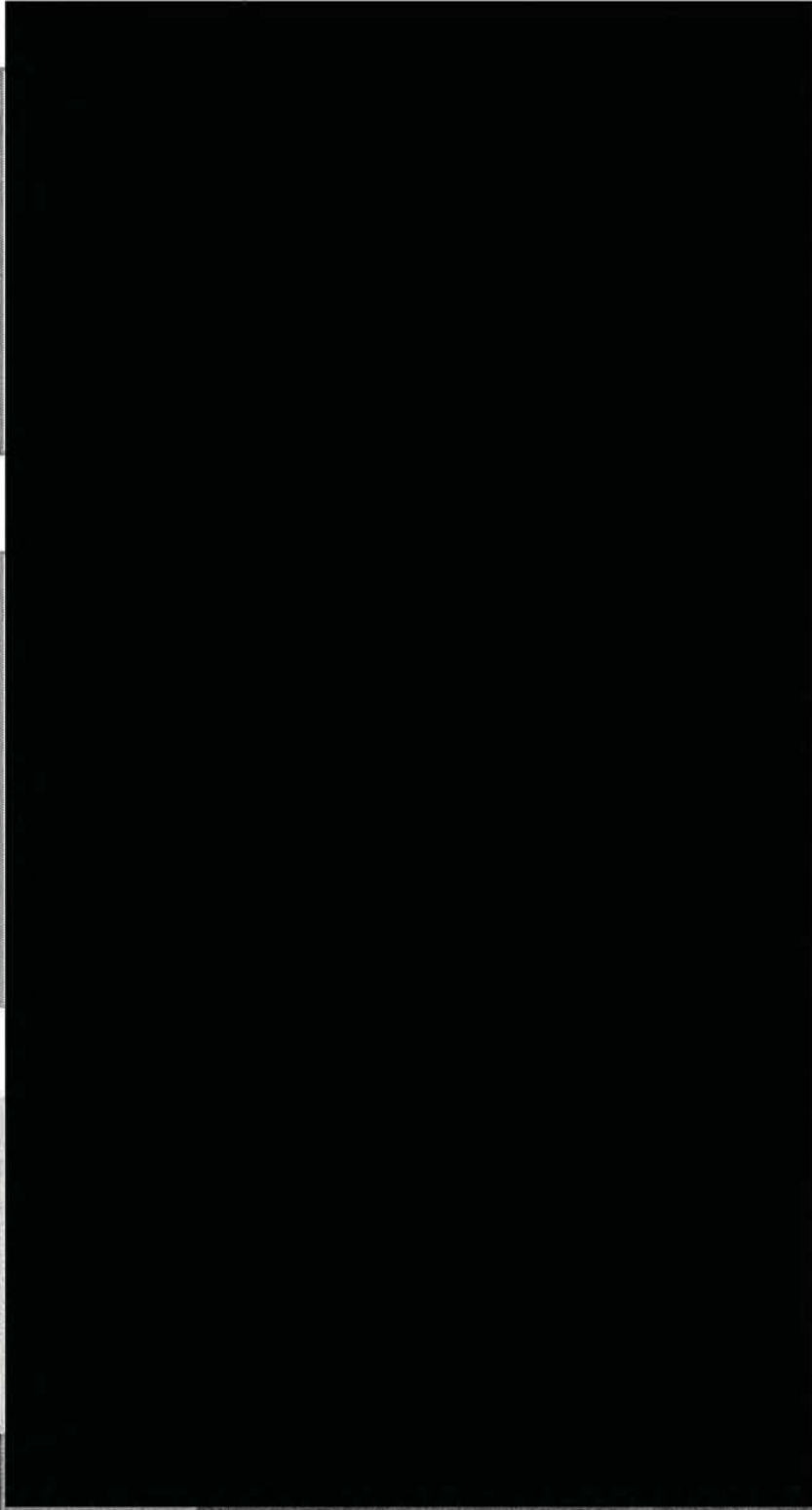
COMP



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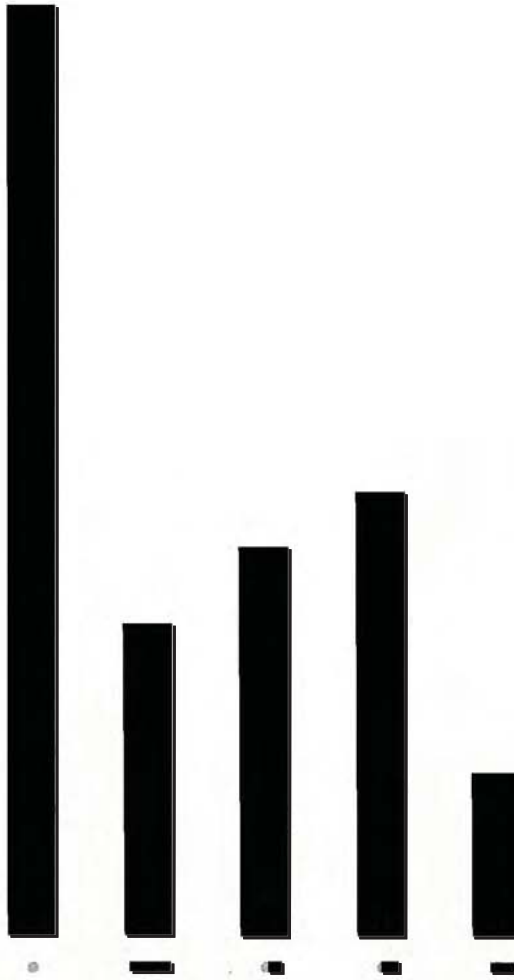
How Intuit Makes Decisions About Jobs & Compensation



1761.21

New Hire Offers

■ Where are your challenges...?

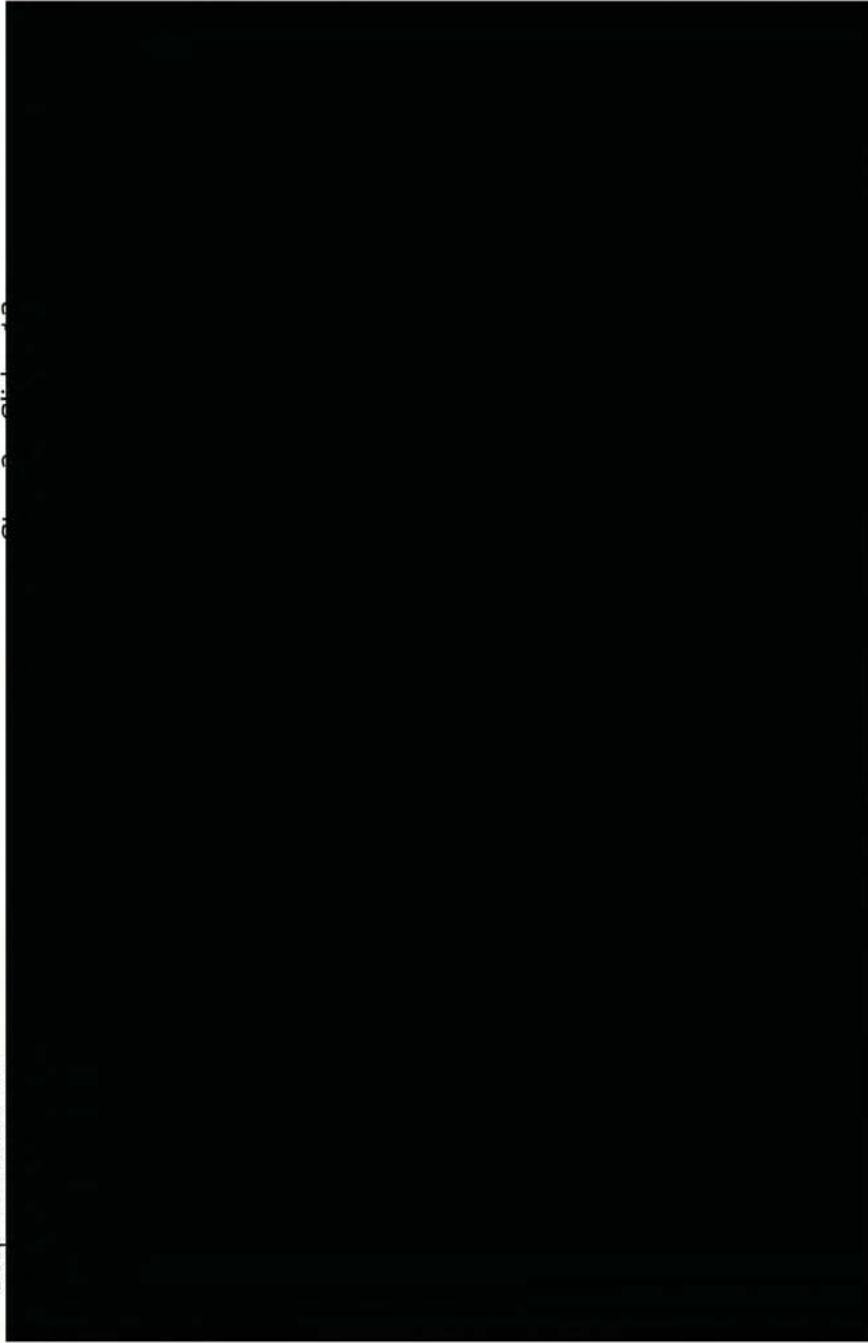


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Off-Cycle Promotions & Transfers

Step 1: Slide 21

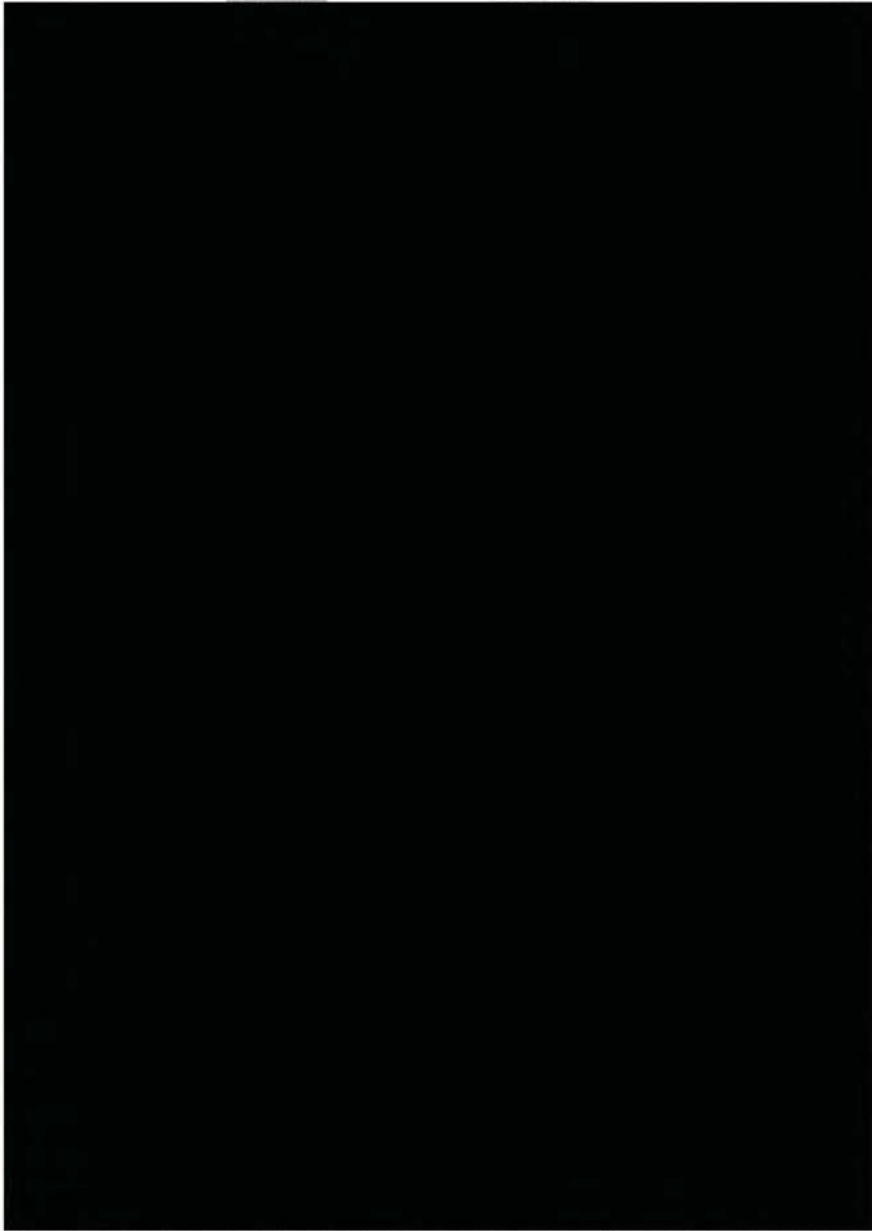


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Focal Decision Process, FY 05...



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Budget Recommendations are Based On...

[REDACTED]

- [REDACTED]

[REDACTED]

[REDACTED]

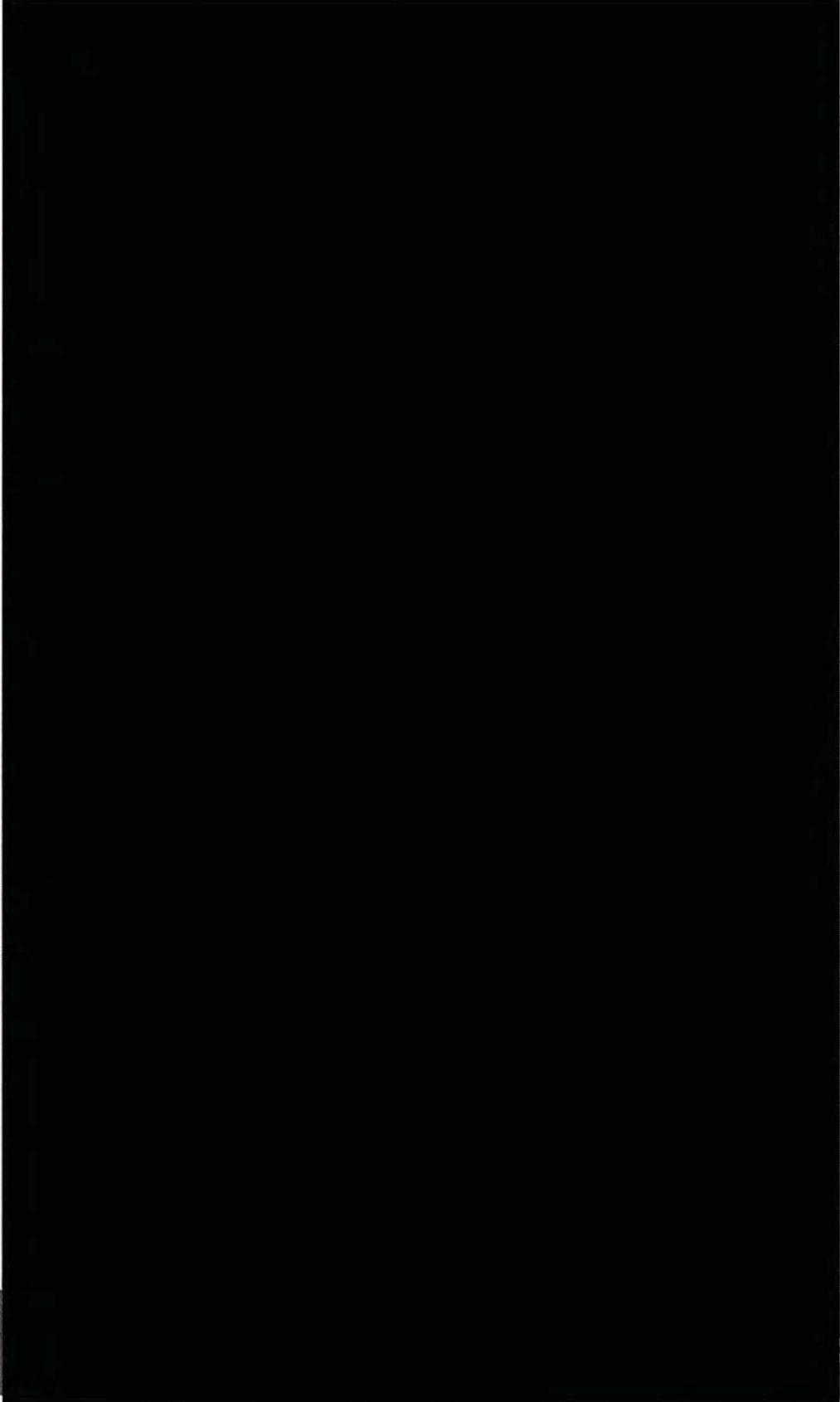
- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

[REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover



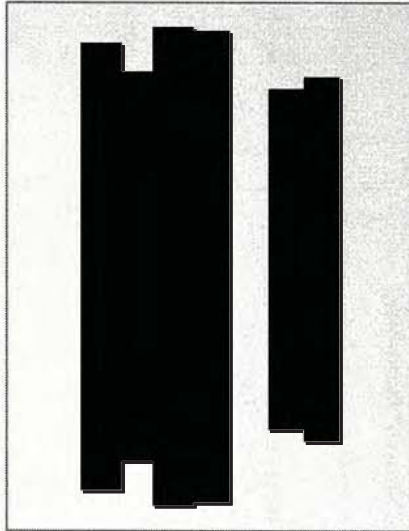
Pay Decision Guidelines...



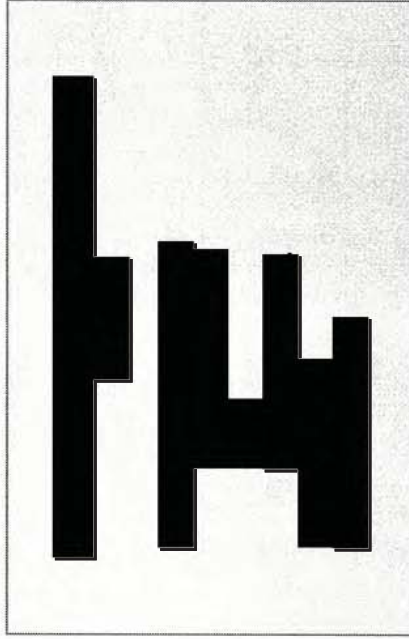
1761.27

FY 05 – IPI Award Considerations

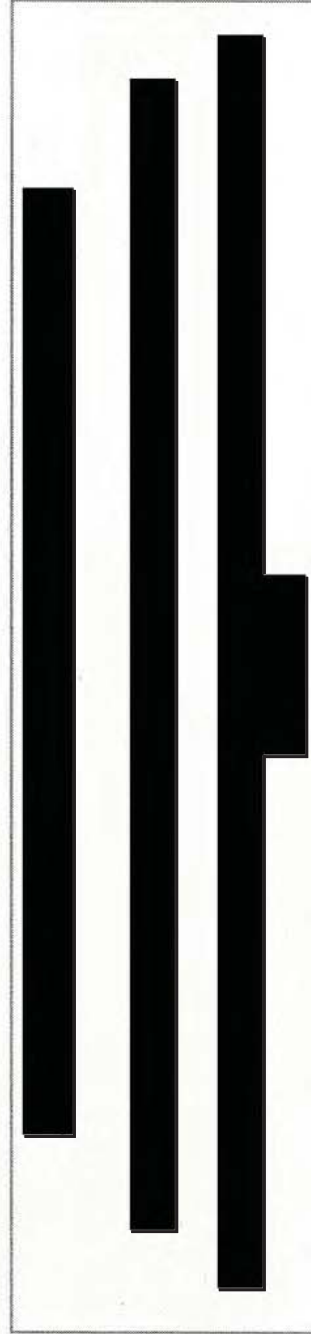
Executing on the Day to Day



Adding Value to Improve the Future

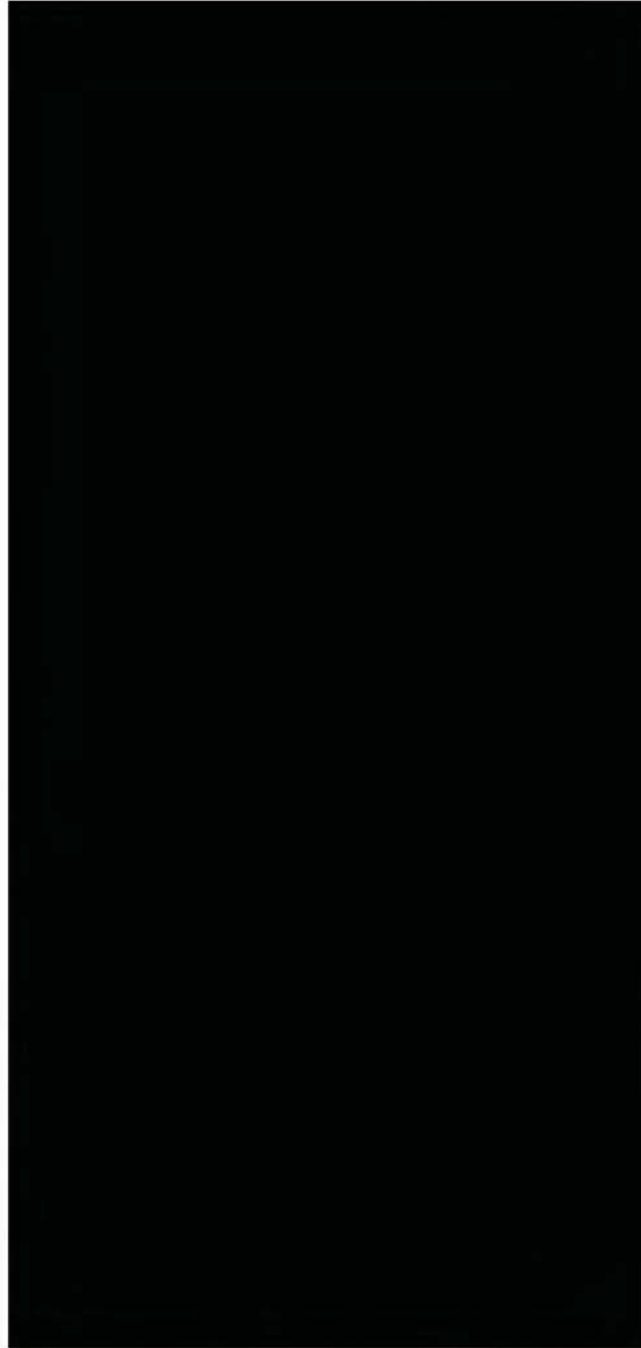


How much of each varies by job & business need
Is allocation of time and resources right?



Making Stock Option Decisions

Two Key Criteria



Y1 Build a High Performance and GPTW

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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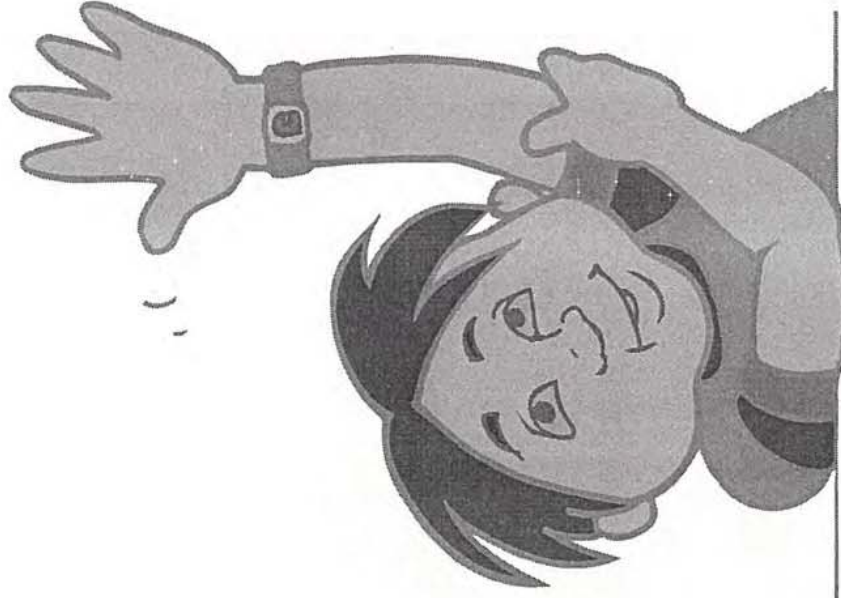
Questions?

■ Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333

■ Performance management question? – See your HRBP

■ Pay-for-performance question? – Contact your local HR or the compensation team

■ *Stock Options – Your HR Leader or the Compensation Team*



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